



Valuable Agile Retrospectives Boekpresentatie

SPIder, October 9, 2014

Ben Linders Advies

Who is Ben Linders?

Agile, Lean, Quality & Continuous Improvement

Retrospectives Facilitator, Agile Coach/Mentor,
Agile, CMMI & People-CMM Assessor

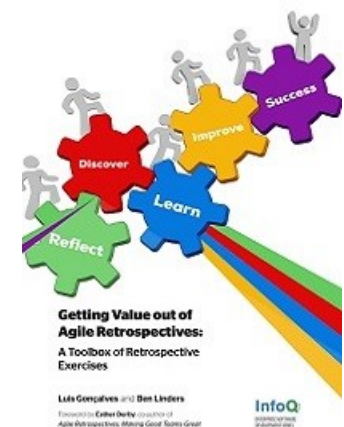
Freelance Editor on Enterprise Agile for InfoQ.com



Co-Author **Getting Value out of Agile Retrospectives**
Waardevolle Agile Retrospectives
(Available in many languages)

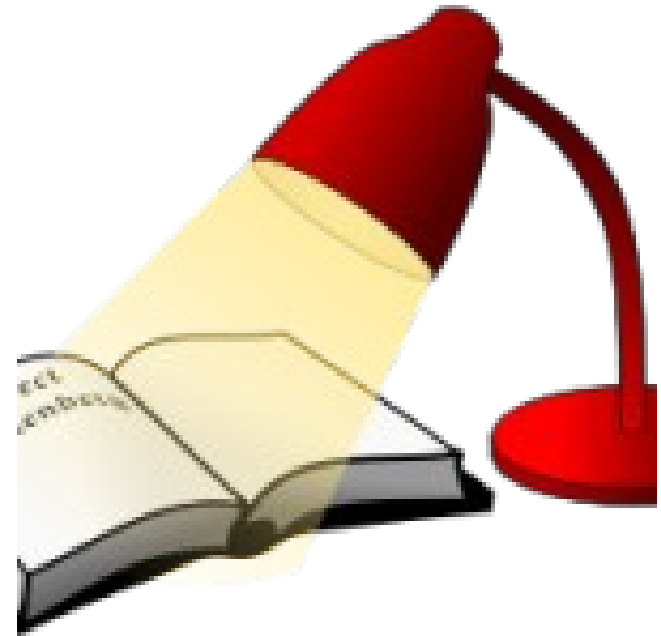
Author: **What Drives Quality**

Buy on Leanpub, [Amazon](#), [Lulu](#) or [Barnes & Noble](#)



Retrospective Exercises

- Asking questions
- One-word retrospective
- Root Cause Analysis
- Timeline
- Flow and Energy
- Asking Why?
- Strenghts (Solution Focused)
- Perfection game
- Action priorities
- Retrospective of Retrospectives
- Teams with multiple customers



Book with Agile Retrospective Exercises

Inhoud

Voorwoord
Voorwoord bij de Nederlandstalige Uitgave
Inleiding
Inleiding bij de Nederlandstalige Uitgave
Introductie
Wat is een Agile Retrospective?
Waarom doe je Retrospectives?
Business Value van Retrospectives
Randvoorwaarden voor Retrospectives
Een Retrospective Ontwerpen
Retrospective Oefeningen
Voordelen van Retrospectives
Invoeren van Retrospectives
Waardevolle Agile Retrospectives
Bibliografie

Waardevolle Agile Retrospectives

Een gereedschapskist met retrospective oefeningen

Met volop oefeningen voor je persoonlijke retrospectives gereedschapskist helpt Waardevolle Agile Retrospectives je om vaardiger te worden in het faciliteren van retrospectives en om er meer waarde uit te halen - Voorwoorden van Esther Derby (Agile Retrospectives) en Arie van Bennekum (Agile Manifesto).

door



Luis Gonçalves en



Ben Linders

Translation Teams

- Volunteering professionals
- Self-organized (agile)
- Distributed – Remote working

Learn retrospective exercises

Work in a distributed agile team

Recognition



Translations of Getting Value out of Agile Retrospective

Dutch Team



Douwe Attema, Berend van Duijvenvoorde,
Angelo Hulshout, Sabina Renshof, Jan Toes,
Jacques van Vessem, Jelle de Vries

Discount Book Launch

Waardevolle Agile Retrospectives

40% korting: Nu voor maar €4,49 i.p.v. €7,49!!!

Download:

- **bit.ly/RetroValueNL** (
http://www.benlinders.com/shop/gettingvalueoutofagileretrospectives_nl/)
- **bit.ly/RetroValueLauchNL** (
http://leanpub.com/gettingvalueoutofagileretrospectives_NL/c/BookLaunch)

Paperback editions:

- NL Waardevolle Agile Retrospectives: [Webshop van BenLinders.com](http://www.benlinders.com)
- EN Getting Value out of Agile Retrospectives:
O.a. bij [Lulu](http://lulu.com), [Amazon.com](http://amazon.com) en [Barnes & Noble](http://barnesandnoble.com).
Voor NL en België via [Amazon.de](http://amazon.de) (gratis verzending!).

Contact

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Background Information



Retrospectives Book

Getting Value out of Agile Retrospectives

By Luis Gonçalves & Ben Linders

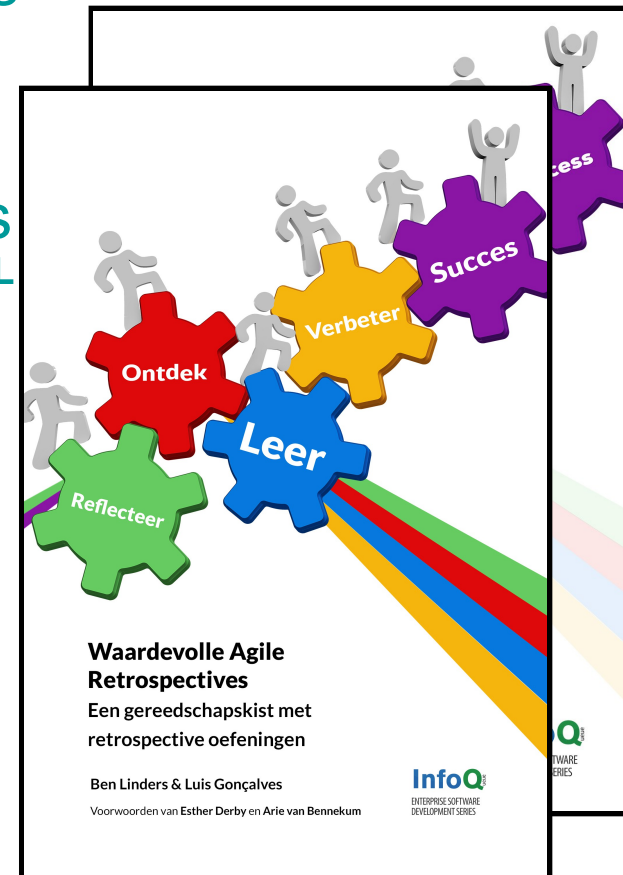
Dutch: **Waardevolle Agile Retrospectives**

https://leanpub.com/gettingvalueoutofagileretrospectives_NL

Download from [InfoQ](#) or [Leanpub](#)

Buy on [Amazon](#) or [Lulu](#)

Mailinglist: eepurl.com/Mem7H



Agile Retrospectives

**Practice for teams to reflect on their way of working
and to continuously become better in what they do**

Focus upon

- Team
- Self organizing
- Collaboration
- Value



What is an Agile Retrospectives

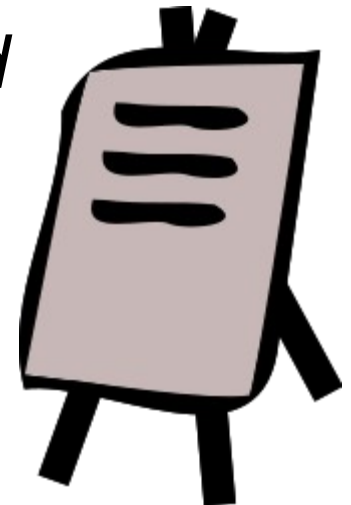
History of Retrospectives

- Project Evaluations & Post Mortems
- **Project Retrospectives** Norm Kerth 2001
- **Agile Retrospectives** Esther Derby & Diana Larsen 2006

Agile Manifesto (2001), 12th Principle:

At regular intervals, the team reflects on how to become more effective, then tunes and adjusts its behavior accordingly.

How I Started with Agile Retrospectives



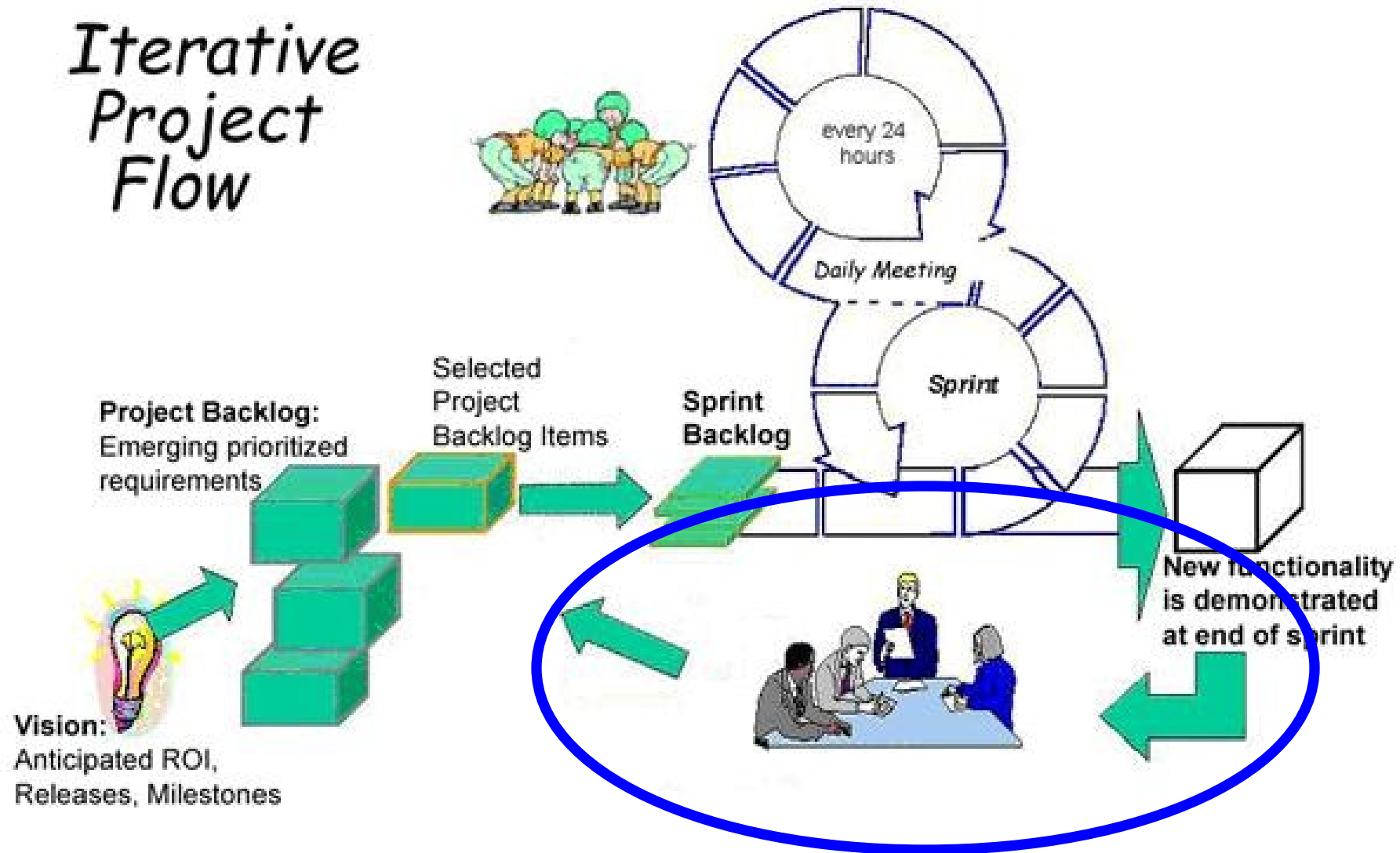
Why Retrospectives?

To help teams to solve problems and improve themselves!

- Increase Value of Agile
- Make existing processes more Agile
- Becoming Agile and Lean
- Less resistance to Change



Iterative Project Flow



Leading Retrospectives

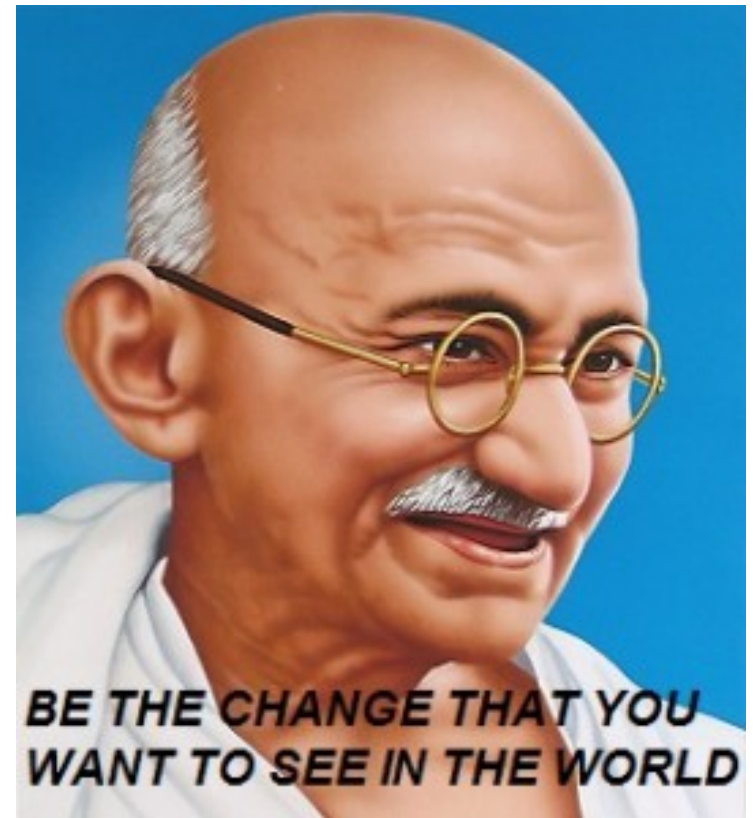
Roles

- Facilitator – Servant Leader
- Coach – Support Change
- Manager – Arrange for Change

All roles are needed

Play the game

Action is in the interaction



Business Value

Agile retrospectives help teams learn and improve, and increase their business value to their customers and the organization

Getting more Business Value:

- Expectations
- Limit Actions
- Follow up on Actions



Getting Business Value out of Agile Retrospectives

Expectations for Retrospectives

- Collaboration & Teamwork
- Development Process
- Velocity / Productivity
- Team Morale
- Product Quality
- Lead Time
- Costs



Toolbox of Retrospective Exercises

- Teams are different
- Needs vary in time
- Deliver more value for Teams

You can plan a retrospective meeting, and think about the technique that you want to use, but be open to change it on the spot whenever needed.



Toolbox of Retrospective Techniques

Book Facts

1st edition: December 19, 2013: eBook Leanpub & InfoQ

2nd edition: July 10, 2014: paperback Amazon, Lulu, etc

Leanpub subscribers: 500 in 3 months, 1000 in 5 months, now 1344

InfoQ downloads: > 4500++

Reviews: Goodreads 4,08 Amazon 4.8

Bestseller: #9 on Agile #3 on Business & Economics

Interviews: SPaMCAST Collaboration Superpowers

Translations

**Help teams all around the world to do
Valuable Agile Retrospectives**



Available in:

- Nederlands: [Waardevolle Agile Retrospectives](#)
- Español: [Obteniendo valor de las Retrospectivas ágiles](#)
- Français: [Tirer profit des rétrospectives agiles](#)
- Japanese: [アジャイルふりかえりから価値を生み出す 日本語版](#)

Ongoing and future translations: [Deutsch](#), [Chinese](#), [Italiano](#), [русский](#)
and [Português](#)

Prime Directive

“Regardless of what we discover, we understand and truly believe that everyone did the best job they could, given what they knew at the time, their skills and abilities, the resources available, and the situation at hand.”

Norm Kerth <http://www.retrospectives.com/>

Create an **Open Culture**
where team member **Speak Up**
with **Respect** for each other
to **Learn and Improve**



Soft Skills Matter

Becoming Agile and Lean

Ask yourself:

- How Agile are you?
- Where do you want to become more Agile, and why?
- What can you do next?

Journey to Become Agile and Lean



Assessing yourself

- Readiness
- Agile / Scrum Practices
- Culture & Mindset
- Agile Fluency
- Roadmaps for Adoption
- Maturity



Agile Self-Assessment

Agile Process Improvement

Expected benefits:

- Collaboration PI team and stakeholders
- Deploy (over define) processes
- Adopt to changes
- Incrementally, ROI
- Learn to work Agile



Process Improvement: The Agile Way

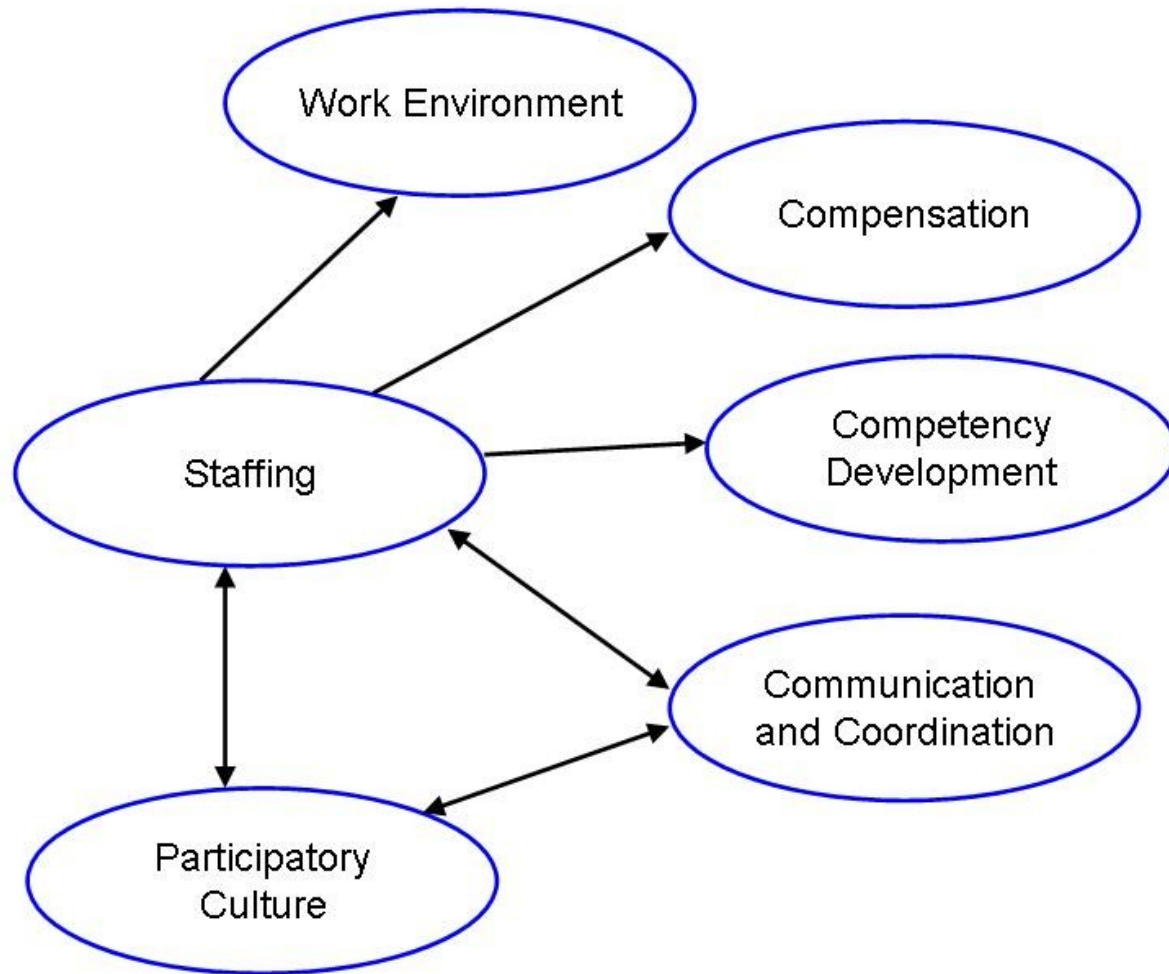
Golden Rules for PI

- Dare to share, Early & frequently
- The result depends on team – Not individuals
- The one who starts something is not necessarily the one to finish it
- The one's working on a task are the right people
- You may critique anything, but never criticize anyone



Golden Rules for Agile Process Improvement

Agile using the People CMM



Implementing Agile with the People-CMM

Resistance to Agile?

- Talk with them
- Listen what they have to say
- Take them seriously
- Ask why and how

Resistance = Information!

Dealing with Resistance



Articles on Retrospectives

- Retrospectives Benefits: Changes that Stick
- Designing Valuable Retrospectives
- Retrospectives for Teams with Multiple Customers
- Getting Feedback with the Perfection Game
- Book about Valuable Agile Retrospectives
- Sustainable Improvement through Agile Retrospectives
- How to Adopt Agile Retrospectives
- Getting Business Value out of Agile Retrospectives
- Asking Why?
- Improving Collaboration in Agile Projects with the Retrospective of Retrospectives
- Using Solution Focused in a Strengths Based Retrospective
- Retrospective Benefits: Power to the Team
- Getting to the Root Causes of Problems in a Retrospective
- Feelings Matter in Agile Retrospectives
- Retrospective Benefits: Actions by the Team
- How I Started with Agile Retrospectives

Articles on Effective Agile

- Self-assessing how Agile you are
- Working in a Sustainable Pace
- Becoming Agile and Lean
- Success Factors for Using Scrum and Getting Benefits
- Process Improvement: The Agile Way
- Golden Rules for Agile Process Improvement
- How to deal with Resistance when Implementing Agile
- Managing Projects with Agile Teams
- Agile Project Management
- Establishing and Maintaining Stable Teams
- Getting Business Value out of Agile Retrospectives
- Sharing Knowledge is Power
- Are your Professionals Empowered?